

# NOVEMBER 2019



Bethlehem  
LUTHERAN CHURCH

Traverse City, MI 49686  
(231) 947-9880

Website: [www.bethlehemtc.org](http://www.bethlehemtc.org)  
Email: [bethlehem@bethlehemtc.org](mailto:bethlehem@bethlehemtc.org)

Building Hours:

Monday – Thursday, 9am to 3pm

Office Hours

Monday – Thursday, 9am to 3pm



**“Nourish the Vision”**  
Stewardship & Vision STAR – 2<sup>nd</sup> installment  
(Continuing our work from October)

Worship Times:

Saturday: 5 pm Celebrate! Worship  
Sunday: 8:30 am Traditional Worship  
9:45 am Education Hour  
11 am Modern Worship

Communion at all services

## Follow the STAR to Bethlehem!

Our Mission...

**“We journey with God, to serve with love”**

Our Vision...

*“As a community of believers journeying with God together, we at Bethlehem are called to serve with love by growing a premier youth ministry; enlivening Christian discipleship through lifelong learning, care, and spiritual formation; fostering a vibrant and inspiring worship experience; utilizing our natural setting and location for faithful creation care and outdoor ministry; and opening our doors always to be a “campus at the crossroads” for the mission and ministry of Jesus Christ.”*



Friends, we have a lot going on this fall.

For my report this November, I would like to create for you a **"Table of Contents"** that may guide you through this STAR, and through other materials printed elsewhere that we simply did not have the room to put in this newsletter but wanted to make available for you. Not all of the pages are numbered, but those in this opening "Stewardship and Vision" section are, for your ease of finding your way.

**1.) Pages 3-8:** In the first 6 pages, we have **Pastor Adam Miller-Stubbendick's** summary thoughts from his time with us in September, as he (and we) prepared to embark on a new visioning process together. He also wanted to send us a couple of articles (one included here) on how churches roughly our size can re-envision our mission and vision, within our means, with one eye on something bigger.

**2.) Pages 9-11:** These are the pages from our Bethlehem Visions committee, providing more data from the August survey, and more importantly an evolving perspective moving forward (on page 9), as we adjust to our new financial realities this fall while doing our best to keep our "eyes on the prize" moving forward.

**3.) Page 12:** An update from Chuck Ardingo on "A Season of Outreach and Care"

All of these pages highlight that, once again, we find ourselves at a crossroads. However, I encourage you all, as the apostle Paul would say, to "press on, and run the race" – because if I have learned anything about visioning, it is that **the time to envision a new and bold tomorrow is when today's challenges help define just who we are...** And we are indeed blessed children of God with much to give, by God's grace and our hands and feet.

In peace,

Pr. Paul



Dear People of Bethlehem,

Thank you again for partnering with me in visioning how God may be calling Bethlehem to reimagine itself as a congregation rooted in Traverse City, reaching into its future, building upon its heritage, and listening to God’s Spirit at work within and around it. This is holy and hard work that you are doing as a congregation.

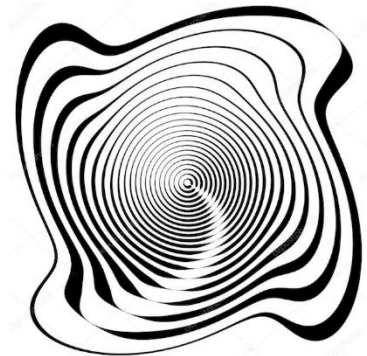
Let me begin this concluding report with you by encouraging you to continue what we began together. Since I was with you in September you have been grappling with a challenging 2020 financial picture. This financial challenge can be a springboard to increasing your commitment and desire to vision and dream, OR this challenge could cause you to stop the visioning process and decide now is not the time for this.

I strongly encourage you to see this moment as a springboard. Hard financial realities show me (and hopefully show you) that you need to vision and dream now. Commit to the work of listening, and then make some tangible decisions of how you will begin to live a new vision of your life together. It’s important do to due diligence in visioning, but it’s just as important to begin implementing and trying something new.

In what follows, I share my best path forward for you, which is to prioritize connecting with the community around you. This will require some stretching, some imagination, and some self-reflection.

One image for my pushing you outward instead of focusing inward is spiraling circles.

- Think of an expanding outward more inclusive spiral that enlarges the circle instead of a spiral that gets smaller and smaller...in moments of scarcity and fear and stress (which is where you seem to be financially), it’s really tempting to spiral inward. However, a brighter future is based on a bigger circle. Too often in moments such as a this one, decisions are made out of fear to spiral inward and circle the wagons.



*Is Bethlehem’s spiral leading you outward or inward?*

**In other words, which risk do you want to take?**

—the risk of status quo and not making changes

With this risk you can see the trajectory of this risk in slow, gradual decline.

—OR the risk of making changes and trying some things new

This risk is more uncertain, however, a more uncertain future may be what you are called into now since the more certain future seems to point towards slow decline.

I have spent time with you in person, in video conferences with the Bethlehem Visions team, and over many phone calls with Pastor Paul. I do not claim to fully know your hopes and dreams or how God may be calling you next. However, I’m going to be bold and suggest some language for a potential vision for you as a congregation.

**Bethlehem could be a place that:**

- points to what God is doing in people's lives and the wider world,
- shows up alongside of the people of Traverse City and beyond,
- notices and points out the places of God's divine activity.

**As God's people, Bethlehem strives to:**

- root in Traverse City,
- reach into the future,
- build upon our heritage,
- and listen to God's Spirit at work within and around us.

Included along with this report are all the notes that I took while with you in person from Friday, September 6, through Sunday, September 8, and my pre- and post-visit written feedback and conversations with the Bethlehem Visions team. Before digging into that material, please read on for 2 additional pages of thoughts and ideas for you. The first page is quite practical, while the second is mostly concepts and broadly speaks to change, vision, and congregational life.

God calls us all into a future of hope based on the enormous love revealed in Jesus!

Bethlehem, live into that hope and love, and share it with the world around you,

Pastor Adam Miller-Stubbendick

\*\*\*\*\*

Leadership, Change, and Transition Facilitator  
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Kenmore, NY 14217

PastorAdamMS@gmail.com  
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he/him/his

The following documents are included in a separate document as the background and context for this report. *I strongly encourage you to make all of these documents easily available for the whole congregation, and widely distribute the 4 pages of this concluding report.* The documents include the entirety of my written work and notes with you:

Bethlehem-Traverse City Proposal  
Bethlehem-Traverse City—questions and survey info  
Friday, September 6 leadership meeting Agenda  
Notes from Friday 9/6 with leadership  
Bethlehem/TC-leaders presentation slides  
Sermon for September 7 & 8 in Traverse City  
Bethlehem congregational forum outline  
Notes of Bethlehem conversation after worship  
Follow up w/ Visions on 9/18—outline of meeting and notes  
Initial thoughts post visit Bethlehem/TC  
Key Insights for Bethlehem Visions—10/16/19  
*2 articles from the Lewis Center for Church Leadership at Wesley Theological Seminary:*  
4 Ways to Lead Effectively When Expectations Change  
Doing Community Ministry in the Small Church

Pr. Adam Miller-Stubbendick—Leadership, Change, and Transition Facilitator

### **Church of the Crossroads: ways to increase visibility: Inside out & outside in**

—*Connecting beyond our 4 walls: fill, leave, shift*

#### **A) Fill the building with the people and groups of Traverse City—**

Prioritize building use by outside groups.

- In the shorter term, at a minimum, this can increase income to mitigate some fears about money through building use fees.
- Have more community groups use the building to increase exposure to the facility and events and programs of the congregation.
- There is some sort of hybrid here of fee based usage and having some groups meet for free and/or reduced rates.
- The short answer to whether someone or group can use the facility of Bethlehem is nearly always YES. There should be a really good reason to turn someone or group down.
- Have a marketing/outreach document and space on website showing available spaces groups can utilize.

#### **B) Leave the building to be the church out in Traverse City and beyond—**

if you want more people to come to worship and be part of the Christian community that is Bethlehem (fill the pews), then as the church:

- leave the building and immerse yourselves in the lives of the people of Traverse City,
- hear stories of the hopes, needs and fears of others in Traverse City,
- share stories of how God in Christ and the community that follows God at Bethlehem, speaks into the hopes, needs and fears of others.

AN EXAMPLE—It would be very easy to **have every other council meeting out in the community** at a coffee shop, restaurant, bar, or community service agency. Part of council meetings could include some time with the owner, manager, leader of where you are meeting. Other groups of the people of Bethlehem need to be encouraged to do this same thing. The best way is for the leadership to model it and share the story of how meeting elsewhere changes the people on council.

#### **C) Shift Volunteer priorities—**

*On Sunday, September 8, after worship during our conversation together, part of one person's miracle day was that "there would be enough volunteers to leave the building."* Often in the church we prioritize having volunteers to do the insider stuff of church life, i.e. committee work, council, count the money, Sunday school, choir, worship, etc.

—*what if Bethlehem flipped or changed its volunteer prioritization?* Devote at least as much volunteer time and energy on things outside of Bethlehem as you do on things inside the congregation. When things get hard and you need to cut or ask people to prioritize, let go of inside Bethlehem things before outreach and presence in the community. Get groups of Bethlehem to meet in public spaces instead of at the church.

**In short**, a church of the crossroads would have the wider community regularly using and filling the building of Bethlehem AND have the people and meetings and events of Bethlehem more often meeting at other places instead of at the church building. *Live inside out and outside in.* This shows the people of Bethlehem and the community around you that God cares as much about those not already on the inside of the church as God does about the people of Bethlehem.

*\*\*\*This shift to outside in and inside out is a long-term big shift. It will not lead to immediate short-term gains in numbers. Think 4-5 years. It is slow, deep work to change a community.\*\*\**

## **Language and imagery for Bethlehem and its future and how to get there:**

—Nurturing, Change vs. Transition, & Driving Bethlehem the Car

### **Nurturing instead of fixing—**

It can be tempting to look at congregational life as a sum of component parts, like a mechanic looks at a vehicle. The mechanic's job is to find out what is broken and then fix it. Thus pastors and lay leaders can see themselves as "fix it" people. However, living organisms, which congregations are, are not the sum of their parts. Instead, everything affects everything else. One of our tasks as leaders is to identify problems or illnesses in the congregation and then nourish the entire organism to a healthier state so that the organism can heal itself. *The system/congregation/church will heal itself if it is adequately nurtured.* How can we be agents of nurturing the church to better overall health?

### **Change vs. Transition—**

Change is the *tangible reality* that things are different than they have been before.

Transition is the *emotional process* people and organizations go through when things change.

Research shows that even as the speed of change accelerates, humans still go through the same emotional process of transitioning. Leaders are tasked to name the tangible reality that has or is changing in the congregation and then lead the community through the emotional process of the moving from how things were to how we envision them being in the future.

The first step of transitioning is **grieving** what was and saying farewell to what is ending.

The second step is a neutral zone, that **space between** the no longer and the not yet where the bridge back to the past is no longer available and the bridge to the future is not yet clear.

Finally, the third step is the **new beginning**, with new self-understandings, new energy, etc.

*\*\*\*I describe these three steps sequentially, however transitions are not a linear process, nor do people move through these three zones of transition at the same pace. We may move to neutral and then back to ending and then jump to new and then go back to the neutral or old way.\*\*\**

Congregations that need new vision or something different are very impatient to get to the third step. However, if the first two steps of grieving and a neutral zone are not given adequate attention, the new beginning has less of a chance to take hold and succeed. This theory applies to any change in congregational life. *Good endings and openness to a neutral zone are vital to change going well.*

- What does Bethlehem need to grieve?
- How can some space be created between what is lost and what will be?
- What new beginnings can be imagined?



This theory of change vs. transition is based on *Managing Transitions: Making the Most of Change* by William Bridges.

### **Driving Bethlehem the Car—**

Think about vision, relationships, programing, and management as four primary components of congregational life. Imagine them in a four person car. Vision drives. Relationships sits next to vision and navigates. Programing sit behind relationships and supports relationships. Management sits behind vision. When vision gets tired, management climbs into the driver's seat and drives. The longer management drives, the more passive and aged a congregation acts. Management driving is like being on auto pilot. Bethlehem's task is to reawaken vision so it can drive congregational life.

Pr. Adam Miller-Stubbendick—Leadership, Change, and Transition Facilitator

## To the Point

# Doing Community Ministry in the Small Church

Sometimes I interact with small congregations that assume that any significant community ministry effort is beyond their reach. They often keenly feel their limitations as they work to keep internal church programs going with limited staff and volunteers. So how could they ever engage the community in any significant way?

With the right approach, it is possible for a small group of people to make a big impact. It will take focus and clarity about what you are trying to accomplish, but the small church can make a big impact in the world through partnerships, creative use of resources, and a focus on relational ministry. Small congregations have unique strengths that can result in strong and effective community ministry.

**Focus.** A small congregation has to be more disciplined about not “biting off more than it can chew.” Identifying just one thing to focus on (tutor kids at the local public school, collect diapers, sponsor a community garden) may well help you be more successful, as you will have clear outcomes in front of you. I think sometimes there is a temptation for larger churches to make ministry efforts bigger and more complex than they need to be. Internal ministry programs may have many bells and whistles, so we think we need to do that with work in our community as well — right? Wrong! Sometimes simpler is just what the community needs.

**Relationships.** Another advantage of being small is that your church may be better at relational ministry than larger churches, and it is the relationships that you can build with people in your community that will make the greatest impact. People who are drawn to attend smaller churches are often there because of the “family” feel; in your small congregation, you can really get to know each other, go deep in your relationships, and bear one another’s burdens. A pastor of a rural congregation in West Virginia told me that his small church is “a place of gathering, celebration, and common community. We still celebrate each person’s birthday here!” Carrying that affinity for



relationship into the community may well help you make a greater impact than if you brought hundreds of volunteers or thousands of dollars. Everything you’ve learned within your own congregation about really listening to one another and devoting time to relationships will bless your community in myriad ways.

**Partnerships.** Small churches often have no choice but to partner with others to carry out ministry. Partnerships, if done well, can result in exponentially greater impact. You aren’t limited to the gifts within your own church. You can seek others, particularly when working on complex community issues where expertise, connections, and resources are needed. I once worked with several smaller churches that were developing partnerships with public schools. We started with a goal of recruiting just 10 volunteers from each church, and they met that goal. Next people from the church started going into the school every week, learning about the needs of students, interacting with teachers and other staff, and making an impact by being faithful. A small group of people who are willing can make a big difference!

**Ownership.** In a small church, members may also feel a greater sense of ownership for the ministry. Without many paid staff, it is up to church members to develop the vision and the plan, find partners, and enlist other members to get involved. You can’t just look around and say, “Pastor So-and-So is going to do that.” In a small church, when you look around, you might only see yourself and a few of your friends. If you don’t do it, no one else will! This strong ownership by lay leaders can help ministry be sustainable over the long term.

**Accountability.** Finally, those in small churches may be better able to hold each other accountable for following through on ministry goals and commitments because you are small. If just a few of you are working on a project and

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two of you don't show up, it's pretty obvious who isn't holding up their end of the work! It is harder to be anonymous and go back on what you've agreed to. It is harder to give up when your friends are on your case!

Small churches are all too aware of the challenges facing their ministries — limited funds, members, and facilities. But even in the face of such challenges, your small church can start some very powerful community ministries. Take stock of what you do have rather than what you don't have, and build on those assets. Be creative about finding partners, raising money, and securing in-kind donations. And most importantly, keep going. Some of the most successful community ministries are small and focused and don't require lots of money and people. ✦

*Joy F. Skjogstad is a consultant who works helping churches develop programs to meet community needs. She is the author of 7 Creative Models for Community Ministry (Judson Press, 2013) and Starting a Nonprofit at Your Church (Rowman and Littlefield, 2002).*

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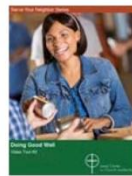
## What Next Faithful Step is God Calling Your Church to Take?



*Discovering God's Future for Your Church* is a turn-key tool kit to help your congregation discern and implement God's vision for its future. The resource guides your church in discovering clues to your vision in your history and culture, your current congregational strengths and weaknesses, and the needs of your surrounding community. The tool kit features videos, leader's guides, discussion exercises, planning tools, handouts, diagrams, worksheets, and more. **Learn more and watch an introductory video at [churchleadership.com/shop](http://churchleadership.com/shop).**

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## Help Ensure Your Church's Mission Hits the Mark



Vital congregations are increasingly committed to serving others through mission — and congregations are asking whether their good intentions always yield good results. Through engaging videos and presentations, the *Doing Good Well* Video Tool Kit explores the fruitfulness of mission efforts and provides practical strategies to help ensure your mission hits the mark. **Learn more and watch an introductory video at [churchleadership.com/shop](http://churchleadership.com/shop).**

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## Learn How to Engage Your Local Schools



Increasing numbers of churches are considering how they can best support and engage their local schools. Through videos, presentations, and supplemental materials, the *Engaging Local Schools* Video Tool Kit guides your congregation in considering questions that are critical to the success of a school-focused service initiative. **Learn more and watch an introductory video at [churchleadership.com/shop](http://churchleadership.com/shop).**

Discover more *To the Point* sheets at  
[churchleadership.com/tothepoint](http://churchleadership.com/tothepoint)



Lewis Center  
for Church Leadership





## Bethlehem Visions Committee

In my October Star article, we talked about the Congregational Survey and a few of the results were presented. This month we want to share the rest of the survey results with you. To make the survey results more readable, we have included graphics of the responses. Overall, we cannot say any of the results are a “surprise” to me. Now we are charged with the task of appropriately creating action plans. This process has already begun. Your Church Council has committed itself to a balanced budget for 2020. The Stewardship Committee is rolling out a pledge campaign that supports increased giving and fiscal responsibility along with a call to vision the future here at Bethlehem. Our fervent hope is that the congregation will respond beyond expectations and the cuts we have targeted will not have to be implemented. “Nourishing the Vision” is very appropriate for this campaign. Bethlehem has a rich history of community outreach and internal programming. Our vision and actions will continue to work in those and new ministries as well. The Bethlehem Visions Committee is looking into small ministries with little or no cost to the church that will impact our community and perhaps bring in new members. Our focus cannot be limited to within our four walls. I think we all agree we need to bring in and integrate new members. Belt tightening is important in the short term, but the long-term solution involves recruiting, retaining, and integrating new active members. The contributions will follow our proactive visions of a vibrant, engaged Bethlehem Lutheran Church. Our committee would challenge each of you to answer the pledge letter in a positive way. Just as importantly, actively seek out new members and volunteer to serve on a committee. Now is not the time to look over at someone else and assume that they will carry the load. We are a small church and everyone is needed in some way. I will echo what Chuck Ardingo said last month in his Church Council article: “We are a strong Community and working together we will get even stronger.”

Phil Anderson  
Chairman, Bethlehem Visions Committee

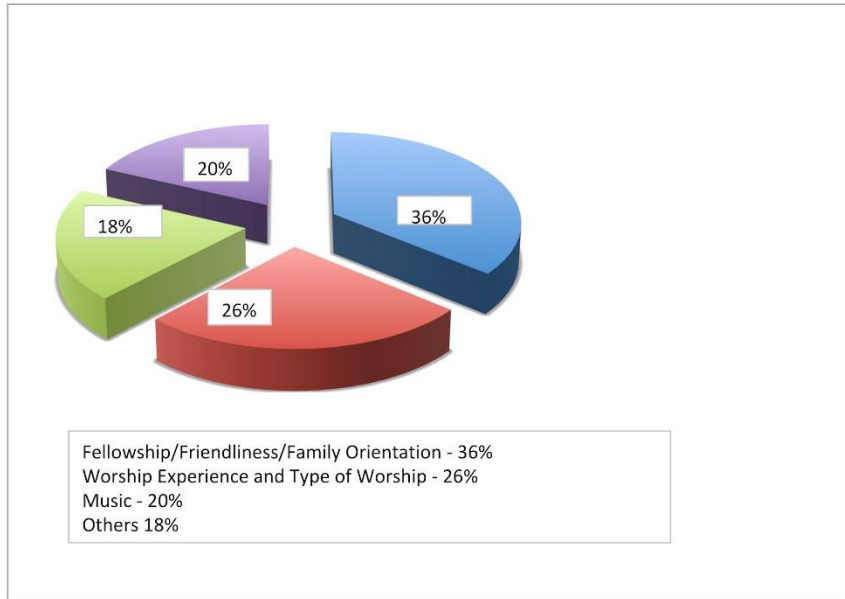
# Some key survey results, continued from last month:

Please note that a more complete set of charts and results of the August survey can be found in the “Supplemental Documents from Pastor Adam and Bethlehem Visions” document, available soon in the office and online at:

[www.bethlehemtc.org/downloadpage](http://www.bethlehemtc.org/downloadpage)

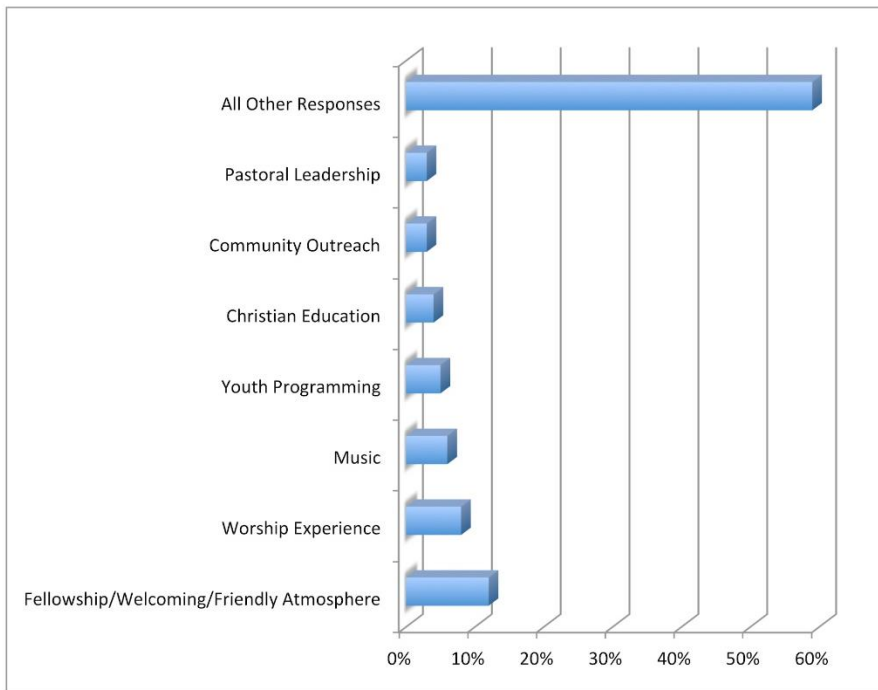
## Most Meaningful Aspects of BLC

Fellowship/Friendliness/Family Orientation -	36%
Worship Experience and Type of Worship -	26%
Music -	20%
Others	18%



## Things That BLC Does Well

Fellowship/Welcoming/Friendly Atmosphere	12%
Worship Experience	8%
Music	6%
Youth Programming	5%
Christian Education	4%
Community Outreach	3%
Pastoral Leadership	3%
All Other Responses	59%



**(cont'd...) Some key survey results, continued from last month:**

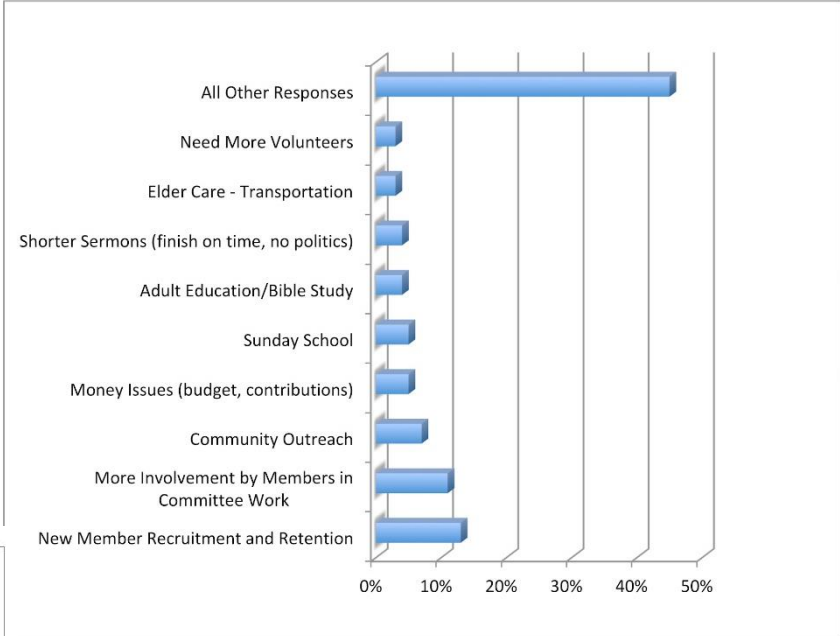
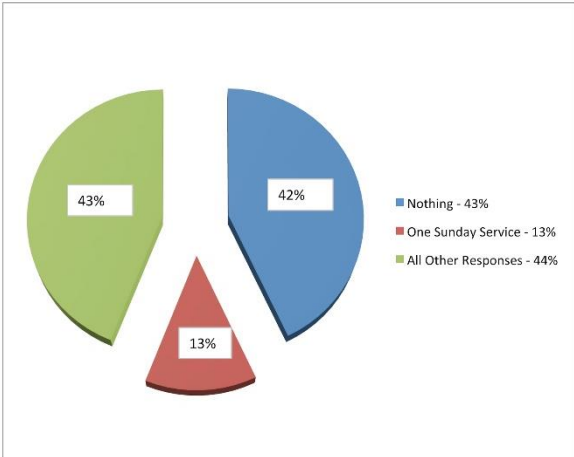
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**Need To Do Better**

New Member Recruitment and Retention	13%
More Involvement by Members in Committee Work	11%
Community Outreach	7%
Money Issues (budget, contributions)	5%
Sunday School	5%
Adult Education/Bible Study	4%
Shorter Sermons (finish on time, no politics)	4%
Elder Care - Transportation	3%
Need More Volunteers	3%
All Other Responses	45%

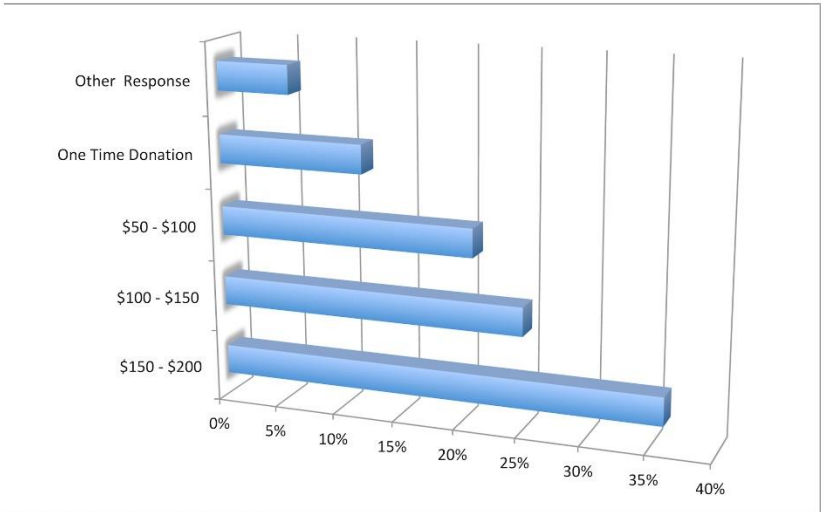
**What Should BLC Focus on Less**

Nothing - 43%	43%
One Sunday Service - 13%	13%
All Other Responses - 44%	44%



**Potential Level of Additional Giving above Current Pledge/Commitment**

\$150 - \$200	36%
\$100 - \$150	25%
\$50 - \$100	21%
One Time Donation	12%
Other Response	6%



A few weeks ago, during our Craft Fair, something occurred at Bethlehem that I have not experienced before. A homeless young man from Nicaragua came to our church seeking help. A couple of the vendors at the Craft Fair noted his condition and provided him some food, as he found his way inside our church and into the sanctuary. When I found him, tears were streaming down his face and he was on the floor praying. I sat with him for a while and we talked. It was clear that he was in pain. He had gotten himself into a bad situation and feared that the people he knew in town were likely to do him harm.

He told me that his grandfather told him to come to America to make a better life. He made the journey, but along the way made some bad choices in life and found himself with no where else to turn, but to ask Jesus for help. We talked a bit more as he explained his situation and his need for assistance. Several of us working at the Craft Fair tried to find him help and housing for the night, we were not successful. There was no space in any of the shelters in town. He remained at the church for several hours and spoke to Pastor Paul. He attended Saturday service and was then gone. I have often wondered what else we could have done.

Community Outreach can be challenging for many of us. Being helpful to those in need is a lot different than providing a handout. Being helpful is opening the door for those less fortunate by providing shelter from the elements, a warm meal, a place to rest, goods that make life more tolerable and maybe a warm smile and some conversation. Being helpful lets those less fortunate know that someone cares and perhaps a little kindness is all they require to change their lives. You never know!

As we enter into the holiday season we often see additional focus on helping those in need. We at Bethlehem often participate in several Outreach and Community Projects. On November 14th we will be hosting our "Little Arms Open" Family outreach event. Several agencies will be at our event to help those who are in need of clothing, food and services. There are also many events in the coming months, our Giving Tree, Bell Ringing with the Salvation Army, Food Pantry Donations, Adopt a Family and Safe Harbor which will be the last week of January for us at Bethlehem.

There are so many people at Bethlehem that reach out as Good Samaritans. The need is so great and the resources so often limited. If you have not challenged yourself to engage in Community Outreach, by all means jump in. You may just be the person that can change a life.....You never know!

Happy Thanksgiving to All !

Chuck

Bethlehem Lutheran Church, Traverse City, Michigan  
"We Journey with God to serve with Love."

Minutes from the Church Council Meeting of September 17, 2019

CALL TO ORDER: Chuck Ardingo, President, at 6:04 p.m.

OPENING PRAYER: Pastor Paul: Romans: Chapter 8. "No Degrees of Separation"

ROLL CALL: Tim Fox, Secretary: In attendance, Pastor Paul Busekist, Phil Anderson, Jan Stretlien, Nancy Downer, Cindy Monroe, Leonard Graf, Mark McPherson, Chuck Ardingo, Jim Monroe, Katie Fox, Paul Wiemerslage, Annie Slabaugh and Tim Fox

VISITOR/S OR CONGREGATIONAL COMMENT: Sarah Denton, Member and Nursery Leader on Sundays: Commented that children are her passion and she wants a safe and healthy childhood for all children. She asked that the Children's Advocacy Center, CAC, be able to use our Church/fellowship hall for community training. As mentioned, this is not just for members but the whole community. The training would take place in the spring of 2020, last for 2 hours and include 35 – 40 participants. A motion was made by Chuck Ardingo to offer our Church to the CAC for this training free of charge, seconded by Cindy Monroe, motion carried.

Diane Blair and Nancy Ammann from Christian Education addressed the Council and asked Council to consider budgeting 10 hours for a staff position for a Christian Education Coordinator. This issue was tabled for further discussion at a later date.

APPROVAL OF THE AGENDA: A motion to approve the agenda for the 09/17/2019 meeting was made by Mark McPherson and seconded by Jan Stretlien. Motion carried. In New Business, added were: 1) Discussion of a new office copier, by Phil Anderson. 2) Personnel Committee, Leonard Graf, 3) Stewardship, Mark McPherson and Pastor Paul and Treasurer's Report, Katie Fox, at the end of the meeting for 2020 Budget discussion.

APPROVAL OF THE MINUTES FROM THE August 20, 2019 COUNCIL MEETING: Motion to approve the minutes by Leonard Graf, seconded by Nancy Downer. Motion carried.

PRESIDENT'S REPORT: Chuck Ardingo, President: 1) Chuck mentioned that the Funeral Group has two new volunteers, Sharon Stowe and Peg Pepler. 2) Chuck also mentioned that a manual for the Funeral Group to use will be created. 3) Chuck stated that the Funeral Group will look at possibly using a catering service. 4) Chuck then spoke regarding NMC being contacted for their youth to use our facility for talks that would be presented, similar to TED talks. This would be in spring of 2020.

PASTOR'S REPORT: Pastor Paul Busekist: 1) Pastor mentioned that for the 2020 Budget we will be making tough cuts or we need to increase revenue through other avenues. He mentioned this year's revenue avenues of rent increases and STAR advertisement. 3) Pastor also mentioned that Samaritas has been using our building and there is a possibility of asking their manager for a donation for the use of our office facility. 4) Pastor discussed the conversation that he has had with Paul Wiemerslage of the Ausable Institute regarding their possible use of our office and paying for that use. 5) Pastor spoke on the need for grant writing as a revenue avenue. 6) Pastor stated that we as a Church can get 10% of our income from non-contributions and that we currently are at 6.00%-6.50%. These number has to do with our tax status as a Church. 7) There was discussion of a "all committee" focus group to look at budget ideas. 8) Pastor emphasized the need for a Security Plan for an active shooter situation. 8) Pastor mentioned that the Stewardship Committee will need guidance from Council.

TREASURER'S REPORT: Was moved to the end of the Council Meeting as the majority of the report will be 2020 Budget discussions.

CONSENT CALENDAR: Reports asked to be removed from the Consent Calendar were as follows: To be discussed in New Business: Stewardship. Tim Fox motioned to remove and seconded by Leonard Graf. Motion carried.

## OLD BUSINESS

REIMAGINING COUNCIL AND COMMITTEE: Chuck Ardingo: 1) Chuck stated that we should look at having only 10 members on Council. Leonard Graf mentioned that if we are to do that we should present that to the Congregation at our December, 2019 meeting. 2) Chuck recognized Katie Fox for her work organizing the Church Constitution documents. 3) Chuck then talked about motivating committees by combining committees. There will be a Committee Leader meeting in late September or early October to discuss. Please send suggested dates to Chuck. 4) Pastor mentioned that he wants to keep the three service structure we have currently. There could be some structure changes to the Saturday service, such as more Taize services or a filler pastor. This would allow Pastor Paul more needed family time. 5) Pastor mentioned the proposed budget and suggested an Asset Replacement Campaign and/or a Keep Worship Thriving Campaign for Saturday service. 6) Cindy Monroe asked about the blessing of the Sacraments by Pastor so we could have communion should Pastor not be available. Mark MacPherson spoke regarding communion still on Sundays and how some Churches alternate communion services. Pastor asked for a vote on the two previously mentioned campaigns but this issue was tabled. 6) There was some discussion on having one service only during the summer. That service being on a Sunday. The consensus was that the Saturday service is very important and needed at BLC.

MARRIAGE, VIOLENCE FREE POLICY, POLITICAL POLICY AND HOLD HARMLESS POLICY: Chuck Ardingo: 1) The Marriage Policy was suggested to be changed to "Special Events" Policy and the Political Policy were presented to Council for approval. Leonard Graf motioned to approve. Seconded by Tim Fox. Motion carried. The Violence Free Policy was tabled until November. Dave Pepler is going to speak with our insurance company regarding a "Hold Harmless Policy". This would be for any incidents with the Driver Education cars being stored in our parking lot and should there be vandalism for example.

VISIONS UPDATE: Phil Anderson: 1) Phil mentioned that the committee will be meeting via phone with Pastor Adam on 9/18/19. 2) Phil then handed out the Survey results to Council. 3) Phil mentioned that the committee will be preparing a response for the Congregation. 4) Phil stated in his view there was no strong support for an intern at this time. 5) Phil stated that he was a little disappointed in the financial support responses, that being in the size of the financial support. Jim Monroe mentioned that 90% of the responders will give more. Phil mentioned that for our growth we have to take that "first step". 6) The survey showed strong support for multiple services, Christian Education and our youth. 7) The survey also showed that all feel that BLC is a welcoming Church. 8) Chuck Ardingo mentioned that the survey results show, we don't have a vision at this time.

## NEW BUSINESS

A. ACCEPTING NEW MEMBERS: Cindy Monroe: Approval of new members: Susan Beatie, Mke/Anne Richards and Courtney Worden. Motioned by Cindy. Seconded by Tim Fox. Motion carried.

B. FUNDS TRANSFER TO SEMF AND SIGNATORY CARDS: A motion was made by Chuck Ardingo to allow Dave Pepler, Finance Committee Chairperson and former Treasurer, to do a one time signing of the check from the Mission Endowment Fund at Vanguard to be deposited into the Sustaining Endowment Memorial Fund at Chemical Bank. Seconded by Tim Fox, motion carried. The Mission Endowment Fund investment account would then be closed. 2) It was noted that the signature cards for bank accounts will be signed by the new Council Officers as soon as possible.

C. MINISTRY FUNDING "MODEL FOR 2020". STEWARDSHIP AND BUDGET PROCESS: 1) Pastor mentioned that the theme will be "Nourishing the Vision" for the Stewardship and Budget Process. There will be skits and temple talks through out October and November 3<sup>rd</sup> will be "Pledge Sunday". The last temple talk will be Reformation Sunday, 10/27.

D. OFFICE COPIER: Phil Anderson: 1) Phil mentioned a savings of \$200 per year for the new leased copier. The lease price goes up but the cost per copy goes down to off set that increase in the lease price. A motion to approve the new lease by Leonard Graf, seconded by Mark MacPherson. Motion carried.

E. PERSONNEL REPORT: Leonard Graf: 1) Leonard noted that we as Council hadn't officially approved the hiring of Barbara Oster to her staff, administrative position. Chuck Ardingo motioned to approve Barbara's hiring, seconded by Cindy Monroe. Motion carried.

F. STEWARDSHIP: Was tabled as it was discussed prior in New Business.

G. TREASURERS REPORT: Katie Fox: 1) Prior to the meeting Katie distributed her various financial reports and summary to Council via email for the month of August. She asked that if there were any questions or comments to meet separately with her in an effort to move into the Budget for 2020. 2) Katie presented her 2020 Budget numbers to Council. The Budget at this time showed a deficit in the \$13,000 range. This is do in large part to contributions being budgeted down as attendance is down. Also, we have great facility repair needs to our physical plant of BLC. We are very tight in all other areas, though there may be further cuts to get to a balance budget. 2) There was much discussion and concern from all of Council. Suggestions for new/additional income range from special campaigns, a Legacy Coordinator to work with members leaving money to BLC, more STAR advertisement, finding a grant writing coordinator and any other ideas to increase our non-contribution income to the 10% level from the current 6.00% range. 3) It was determined, after much discussion, that the Executive Committee would come up with a Budget Balancing Plan at their October 8<sup>th</sup> meeting and present it to Council at the October 15<sup>th</sup> Council meeting.

VISITOR OR CONGREGATIONAL COMMENT: None

GOOD OF THE ORDER: A time for general/undocumented comments by each Council Member is so desired.

LORD'S PRAYER: The Lord's Prayer was said by all.

ADJOURNMENT: A motion to adjourn by Leonard Graf, seconded by Cindy Monroe. Motion carried. Meeting adjourned at 9:18 P.M,

Respectfully submitted by: Tim Fox, Council Secretary

# **ABRIDGED WITH ANNIE: A SUMMARY OF YOUTH EVENTS FOR NOVEMBER...**

Hello all! I hope that everyone is enjoying their November so far! I don't know about you, but I'm getting really excited for Thanksgiving! It's a perfect time to reflect and give thanks for what we have.



## **NOVEMBER HAPPENINGS ...**

**CHARGE** registration opens up this month! It will be on March 20-22 2020 at the Great Wolf Lodge here in good old Traverse City! If your child is in grades 6-8 and is interested in going please let me know!

**Confirmation** has the Fall Retreat this month! We will be spending our time together here at Bethlehem on **Friday November 8<sup>th</sup> – Saturday November 9<sup>th</sup>**. It's going to be a lot of fun! We are in search of volunteers to either cook or provide food for us during that time so please see me if you are interested!

Our friends in the Evangelism Committee are hosting an **Intergenerational mini-evangelism event!** Everyone is invited to attend the opening of Sunday School in the fellowship hall on **Sunday November 10<sup>th</sup>** and we will then prepare small gifts that we can all give to someone who provides us a service and invite them to Bethlehem.

**High School Night** will be on **Sunday November 17<sup>th</sup>**. We will be doing our part to help our community by spending time to help out the Lake Leelanau Food Pantry. We will be meeting at **Immanuel Lutheran Church at 5PM** and carpooling from there.

**BLUES** night will be on **Friday November 22<sup>nd</sup>** and we will be rolling through fall with a bowling party at Lucky Jack's Bowling Alley! I have asked parents to **RSVP with me no later than Wednesday November 20<sup>th</sup>** so that I can reserve enough lanes.

Be sure to mark your calendars for all these fun events!

As we go about our November, I ask that you keep our youth and their families in your prayers as they travel to spend time with their loved ones this Thanksgiving Season and that we all take the time to reflect and appreciate all that God has done for us.

*"And out of them shall proceed thanksgiving and the voice of them that make merry: and I will multiply them, and they shall not be few; I will also glorify them, and they shall not be small."  
(2 Corinthians 4:15)*

Cheerfully in Christ,

*Annie Slabaugh*

Director of Youth and Outreach  
Bethlehem Lutheran Church – Traverse City



## COUNCIL SECRETARY'S COMMENTS

The 2020 BLC Budget was the focus of our October Church Council Meeting. As you know we are looking at a deficit of \$21,600. This deficit is the result of loss of income from contributions, rental income from our rental home and facility needs for our Church, to name a couple of main items causing the deficit. Like your own household, we at Bethlehem have to look for cuts when income decreases or unexpected expenses arise. We can't tap into our checking or savings and cover the deficit without making cuts or soon the checking and savings will be gone and our deficit is still there, only possibly larger. To manage the budget cuts and to raise income we are in dire need of a good picture of income for 2020, this will be accomplished through your pledges. As Chuck Ardingo, our President, stated in his letter to the Congregation and Tom Woodworth covered in his Temple Talk yesterday, October 27<sup>th</sup>, we need your pledges even if you haven't pledged in past years. The Pledges will greatly help your Council balance our budget and help Bethlehem to continue to grow and serve.

Tim Fox, Council Secretary

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### **September & YTD 2019 Financial Summary:**

September income of \$30,041 was \$1,217 over budgeted income of \$28,824.  
September expense of \$26,082 was \$2,099 under budgeted expense of \$28,181.  
September was budgeted to have a surplus of \$643, but BLC actually had a \$3,959 surplus.

YTD income of \$281,638 was \$2,502 above budgeted income of \$279,136.  
YTD expense of \$287,262 was almost on budgeted expense of \$287,179.  
YTD we budgeted to have a deficit of \$8,043 as of the end of September. We ended September with a deficit of \$5,624 which means we are \$2,419 ahead of where we budgeted to be at this point in time. Contributions under budget YTD and large unexpected expenses earlier in the year continue to challenge the bottom line, but some ground was made up in August and September due to lower than expected expenses in those months.

To net this out, after the first nine months of the year we have deficit cash flow of \$5,624. Our budget over the remaining three months shows a surplus cash flow of \$835. Said another way, we will have a deficit of \$4,789 at year end compared to the \$7,208 deficit that was originally projected. This of course assumes our giving stabilizes, non-operating income levels remain strong along and there are no additional large unexpected expenses.

# **WELCOME TO OUR NEW PAGE**

## **HONORING GOD'S CREATION**



We thank God for the blessings of his creation and pray that we show our appreciation by the care we give it.

**THIS PAGE IS WAITING FOR CONTRIBUTIONS FROM THE CONGREGATION.** EX. Gardening, Recycling, Saving the Planet. Please email to [admin@bethlehemtc.org](mailto:admin@bethlehemtc.org) and indicate you would like your ideas in the Monthly Star

# Christian Education News November 2019

Thanksgiving  
Food Drive  
All November



Thanksgiving Offering:  
Sunday School children will be collecting non-perishable foods for their November offering. The congregation is invited to participate! Please bring donations through 11/24 to the SS Sanctuary area.



Christian Ed. is looking for musicians to accompany our Sunday School opening songs. We love piano music, but guitar, ukulele, or other instruments are also welcome!

This short commitment is approximately a 15-30" slot typically twice per month with very simple songs.

Please prayerfully consider this service ministry for our children.

Call Nancy Ammann 946-8433 for more details.



### INTERGENERATIONAL EVENT

The congregation is invited to join Sunday School Opening 11/10/2019 from 9:45am-10:00am followed by a special all-congregation cooperative event from 10:00am-10:45am. Please see Nancy Ammann or Cindy Monroe for more details.



Christian Ed. would like to extend  
**A HUGE THANK YOU**  
to everyone that donated or helped  
with our fundraising bake sale  
during the BLC Craft Fair!  
It was greatly appreciated!!!





**One More New Member Class in 2019** Because there may be some important voting at our upcoming congregational meeting we wanted to make certain that anyone who has been considering membership has an opportunity to join Bethlehem before that time. Also, we are trying to make attendance at orientation easier by having the sessions on Sunday mornings between the services. The sessions are scheduled for Nov. 17 and Nov. 24 at 9:45 in the office conference room. If you are interested please leave your name, email and preference for either of the dates with the office or with membership chair, Cindy Monroe 941-0788 or [cmonroe@chartermi.net](mailto:cmonroe@chartermi.net).



**Reminder**--All are welcome at our Council Meetings: Tuesday, November 12 at 6 pm. is our next meeting. There is a time slot for guests to speak at the beginning of the meeting.

**DEADLINE FOR COUNCIL REPORTS IS WEDNESDAY, NOVEMBER 6**



**The next XYZ event** will be on Thursday November 21. Pot Luck lunch at noon, Tyler Bevier of Bay Area Transportation (BATA) will present a program about the bus routes and services that are available. All are welcome, feel free to bring a neighbor or friend. Questions can be directed to Butch or Jan at 231-271-3802 or [etwaisanen@centurytel.net](mailto:etwaisanen@centurytel.net)



**SEE THE BACK AD PAGE**

In the 2019 budget, we created a couple of small line items for new revenue/contributions to address our tight budget moving forward. One of those ideas is hosting an "Ad Page" on the back page of the STAR newsletter. We have volunteers who will help make this happen and would like to get the word out that if you or someone you know would like publicity for an organization or business, we will offer 1/16<sup>th</sup> of a page for \$25/month or 1/8 page for \$50/month or 1/4 page for \$80. A parishioner with graphic design experience has graciously offered members a free, one time layout for their ad (i.e. the equivalent of about 20 minutes of work to get set up) and another member has offered to lay out the page. Our bookkeeper, Phil Anderson will track and document the contributions/donations to help us move forward. Please contact Renae Wells [616-204-8900](tel:616-204-8900)/[wellsrenae17411@gmail.com](mailto:wellsrenae17411@gmail.com) and/or Barbara Wright [231-735-3227](tel:231-735-3227)/[mzbright9006@yahoo.com](mailto:mzbright9006@yahoo.com) in the office if you are interested.

Your Stewardship Committee



### A Letter from ELCA's Executive Director of Global Mission

On Nov. 9, 2019, the world will commemorate the **30th anniversary of the fall of the Berlin Wall**. As we look back to remember this important moment in human history, we are reminded that there is much work to be done to tear down the walls that divide us today.

Galatians 3:28 reminds us that in Christ all that separates and divides us no longer holds sway over us. There is no longer Jew nor Greek, slave nor free, male nor female — all are made one in Christ Jesus. In him the walls we have built are brought down so that we might see each other as siblings, each made in the image of God.

My friends, I encourage you, your congregations and your communities **to join together in proclaiming this truth — that we are one human family**. Just as tens of thousands of people gathered in nonviolent protest in the streets of Leipzig, Germany, in the "Peaceful Revolution" of 1989, so, too, are we called in this moment to advocate for an end to division and oppression **in our own communities and throughout the world**. This is a significant moment in our denominational history, as the ELCA recently declared itself a sanctuary church body at the 2019 Churchwide Assembly. This is a moment for breaking down walls.

As we gather to celebrate this Peaceful Revolution — and its Lutheran roots — **let us pray for and advocate on behalf of those divided and oppressed by other walls**. Let us hold in prayer the people of Palestine, those on the U.S.-Mexico border, and all places where we build barriers, in our communities and in our hearts.

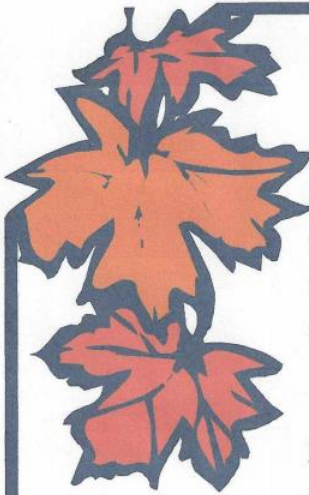
Come, Holy Spirit, lead us to unity and peace.

The Rev. Rafael Malpica Padilla

Executive Director for Global Mission

# WOMEN OF BETHLEHEM

## NOVEMBER 2019



**NOVEMBER BLESSINGS:** Be present. Let the day flow with grace. Expect nothing; give thanks. Surrender; be open. Speak only kindness. Impart only love. Never forget: you are not alone. Give so you may receive. See goodness in others. (by Mary Davis)

### UPCOMING EVENTS

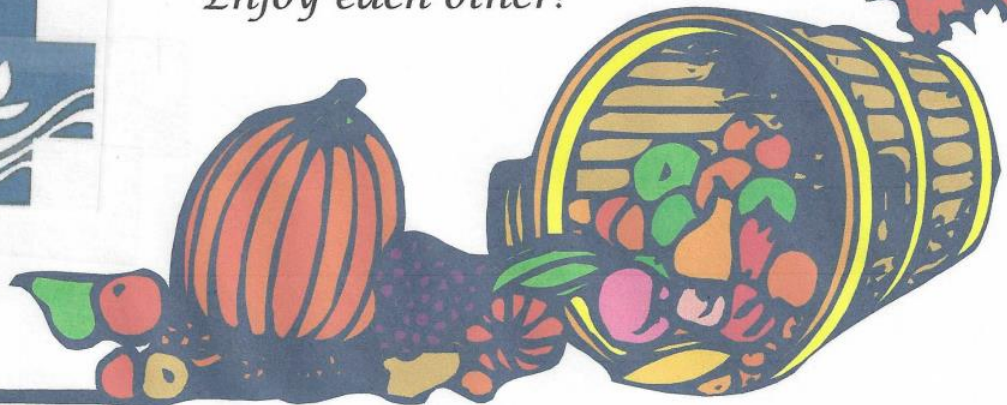
**NOVEMBER 7TH: CHURCH WOMEN UNITED MEETING HERE AT BETHLEHEM** from 11:00 to 1PM. The presentation is "Christ in Culture and Culture in Christ" with a history on the local Native American Odawa peoples of the Harbor Springs area. A potluck lunch at noon. Please bring your own table service.

**NOVEMBER 9/10: THANK OFFERING WEEKEND:** All three services will be presented by the women of Bethlehem. There will be a special free-will offering taken.

**DECEMBER 7TH: CHRISTMAS LUNCHEON:** Theme - 'Silver Boxes'. There is already a sign-up station for table hostesses in the gathering space. Signup for both men servers and registration will begin on November 10th. Payment is due at the time of signup.

**CIRCLE BIBLE STUDIES:** November Bible study is taken from the *Gather* magazine. The third session on anger will be concluded in November titled: "No hard feelings? Stewarding the gift of joy." In the God who has redeemed us from despair, we find true, inescapable joy. Written by Anna Madsen. If you would like to join us, contact Nancy Ammann 946-8433.

*May God bless each and every one of you  
this Thanksgiving.  
Enjoy each other!*



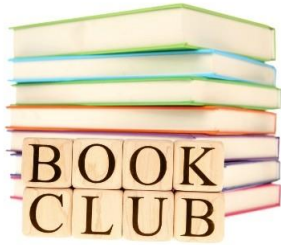
## WELCA THANKOFFERING WEEKEND

November 9 & 10, 2019

It's time once again for the WELCA Thankoffering Weekend. Please note that all three services will be the same. This is a special service of thanksgiving with women of the congregation filling most of the positions during the services. May of you took a Thank Offering jar last year and this will be the time to return it filled with your thank offering; however, everyone is welcome to contribute. If you do not have a jar and would like one, there are some available in the Narthex at the WELCA display table. *(Please note: if you desire to give your gift via check, make it out to WELCA or Women of the ELCA.)* This special offering will be used to support WELCA ministries that reach thousands of communities – locally, nationally and internationally.

Please join us!





Has taken its meetings into the Community. We now meet on the 4<sup>th</sup> Tuesday at 5:30 at the Cottage Café (During the summer only back at church.) You can choose a meal or just join in the discussion. ALL ARE WELCOME & bring a friend.

Please mark your calendar for **Sunday, Nov 10** between the Sunday services. The membership/evangelism committee is hosting **an intergenerational mini-evangelism event** that should be easy and fun for all. Everyone is invited to attend the opening of the Kids' Sunday School in the fellowship hall at 9:45. At 10 we will divide around tables to prepare the small gifts that each one of us can give to someone who provides us service, and also invite them to "Come to Bethlehem" during the Christmas season. It's the perfect way to thank someone during the Thanksgiving season and extend a welcome to others in our community. We hope you can join us. This is a Thrivent Action Team activity.

### Finger-Food Fellowship!

Finger Food Fellowship is back...but only if you are generous with your time, talent, or \$\$\$\$. There is a sign-up sheet in the Narthex for groups or individuals to sign up for treats after each of the Sunday services. As long as it only needs a napkin, you can bring it to share. Please be kind to your fellow church members.



## SHOP AT FAMILY FARE AND HELP RAISE MONEY FOR QUILTS!!

Shop at Family Fare, 905 E. 8<sup>th</sup> Street here in Traverse City (or at any Family Fare in the area) and help raise money for quilts!

*To warm others with more than a prayers,  
save register receipts when you shop Family Fare!  
Lutheran World Relief quilters need help from you.  
Bring Family Fare receipts to us that you could do.  
This helps raise money for the supplies it will take...  
for fabric, thread, and shipping necessary for the quilts we make!*

Questions? Please call Betty Rutila at 231-947-1013





**The Worship & Music Committee** has restored the custom of honoring new members of the family of God with a rose at the Altar. Those who wish to celebrate their new child or grandchild can contact the church office. The cost is \$10.00 to be submitted to the church office, or labeled as such and placed in the collection plate. The rose and vase can be taken by the family after the 11:00 service on Sunday.

### **Musicality**

Another way to support your Bethlehem Music Department is to join one of the music groups. Depending on the one you join, you could be a part of services every 2 months, once a month, once every three weeks, or about every other week. They all have different schedules. What fits you best?



Your choices are steel pans, bells, Worship Team, and choir. They rehearse once a week with trained directors and really build up quite a comradery. It's fun. Think about it.

**Did you know Love Thy Neighbor has a Medical Equipment Loan Ministry?** If you, a friend or a family members needs a wheelchair, walker, cane, bathroom equipment or more, we can help! We have closet locations at Christ the King in Acme, Grace Episcopal mid-town, St. Patrick in the Grawn area and at the Love Thy Neighbor office on East Front Street. **Call 941-5683** to speak with us about a loan or a donation of equipment. Thanks to our partnership you can have love and care at home!

### **Habitat for Humanity**

Habitat for Humanity is always looking for volunteers:

1. Skilled/Unskilled volunteers to serve as site coaches leading and teaching groups of volunteers in finish carpentry. No experience necessary.
  2. Committee Members. Time commitment is about three hours a month. Committees needing members are Faith Relations, Family Selection and Events.
  3. Re-Store volunteers / Donation drives / Pickup and Delivery
  4. Lunch volunteers to feed construction site crews.
  5. Deconstruction teams to salvage materials to be sold at the Re-Sale Store.
- If you're interested in helping out, please call Michelle Reichert at 231-941-4663

## Health Concerns\*



## Power of Prayer

*Richard Fernholz, Nancy Smith, Hazel Lautner, Tom Miller, Margie Whitney,  
Jo Hasse, Ruth Boerman, Ellie Tacke, Kayla Hershberger  
Bev Attwood, Roy Stowe, Priscilla Thompson,  
Marleen Baesch, Bill Gourdie, Lynn Hoyt, Jan Waisanen,  
Alvin Kober, Roy & Marilyn Dumond, Molly Eastman,  
Harper Wiemerslage, Brenda Denoyer and Byron Pearce*

**Grand Traverse Pavilions:** Bev Attwood, Bill Gourdie

**Homebound:** Hazel Lautner, Ruth Boerman, Marleen Baesch

**Traverse Manor:** Margie Whitney, Marinan Bradford

**French Manor LaFranier:** Jo Hasse, Roy Stowe

**Boardman Lake Glens:** Inge Thomas, Bill & Dee Springer

**Samaritas (Acme):** Priscilla Thompson

**Hospital Visits:** Please let the church office know if you are going into the hospital for a scheduled procedure or an emergency so Pastor Paul can visit you.



**BLC's PRAYER CHAIN** is always seeking partners in prayer.

**More volunteers are needed for this crucial ministry.**

**For more information or to set the Prayer Chain in motion,  
call Jan Stretlien @ 947-3265 or email [jstretlien@gmail.net](mailto:jstretlien@gmail.net)**

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\*If you would like your name, or the name of a loved one, to appear on this list which appears here and in the weekly bulletin, please call the church office at 947-9880.

Are you checking for the latest BLC updates at: [www.bethlehemtc.org](http://www.bethlehemtc.org)?

You saw Norm and others take the photos...be sure you see them at [www.bethlehemtc.org](http://www.bethlehemtc.org)!

Good News...and great news...at [www.bethlehemtc.org](http://www.bethlehemtc.org)...



## Your Amazon Purchases Can Generate Contributions to BLC

Do you shop at Amazon? If so, you can generate a contribution to BLC from the AmazonSmile Foundation by using the *smile.amazon.com* website when you place an order. Here's how you can make it happen.

**First.** Using your web browser, sign in to Amazon using the *smile.amazon.com* address. This website looks and acts like the regular Amazon website. Your Amazon account and the procedures for purchasing are identical to what you've always used. The first time you use this site, you will be invited to pick a charitable organization to receive donations from the Foundation. To select BLC, enter *Bethlehem Lutheran Church Traverse City* in the organization search box, and select it when the search results are displayed. BLC only recently became an organization listed by Amazon. Perhaps you've used *smile.amazon.com* before and named another charity to receive your donations. If you wish, you can easily change your designated charity to BLC, by simply selecting "Change your Charity" in "Your Account."

**Second.** Each time you sign in to Amazon use the *smile.amazon.com* address. Only orders placed on this website will generate donations. The donation will be 0.5% of the purchase price of qualified items. Amazon states that "tens of millions" of items qualify to generate donations and those items are marked "Eligible for AmazonSmile donation" on their product detail pages. You will not pay more when you purchase such items. Once you have used the *smile.amazon.com* address a few times, merely typing *smile* in the address box may cause the browser to automatically fill in the complete *smile.amazon.com* address.

If you wish to use your smart phone rather than your computer, please note the following restriction: Using the Amazon app on your smart phone always directs you to the regular website, and purchases made there do not generate donations. On your smart phone, you must use the standard web browser and enter the address *smile.amazon.com* to generate donations.

So, if you remember to **smile** each time you use Amazon, you may generate a few extra dollars for BLC.

**#BeThe1To** *Keep Them Safe.*

**If your friend is thinking about suicide,  
ask if they've also thought about how they would do  
it.**

**Separate them from anything they are thinking of  
using to hurt themselves.**

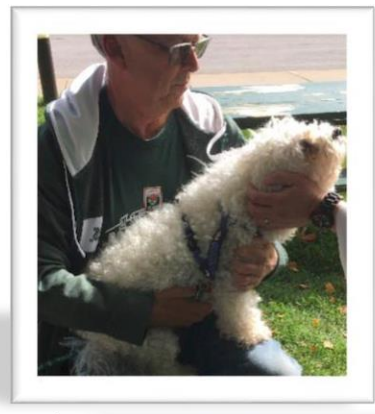
Find out why this can save a life at [BeThe1To.com](https://www.BeThe1To.com).  
If you're struggling, call the Lifeline at

**1-800-273-TALK (8255)**



## **Keep Them Safe**

A number of studies have indicated that when lethal means are made less available or less deadly, suicide rates by that method decline, and frequently suicide rates overall decline.



# BLC Contacts

## PLEASE NOTE SEVERAL ADDRESS UPDATES

### Church Office

Pastor Paul Busekist	<a href="mailto:paul.busekist@bethlehemtc.org">paul.busekist@bethlehemtc.org</a>
Admin. Asst. Sharon Weller	<a href="mailto:admin@bethlehemtc.org">admin@bethlehemtc.org</a>
Admin. Aide Barbara Oster	<a href="mailto:admin@bethlehemtc.org">admin@bethlehemtc.org</a>
Bookkeeper, Phil Anderson	<a href="mailto:bookkeeper@bethlehemtc.org">bookkeeper@bethlehemtc.org</a>
Sharon Weller, Music Director	<a href="mailto:sharon.weller@bethlehemtc.org">sharon.weller@bethlehemtc.org</a>
Annie Slabaugh, Youth & Outreach Director	
Website	<a href="http://www.bethlehemtc.org">www.bethlehemtc.org</a>

### Church Council

Chuck Ardingo, President	<a href="mailto:president.council@bethlehemtc.org">president.council@bethlehemtc.org</a>
Leonard Graf, Vice President	<a href="mailto:vicepresident.council@bethlehemtc.org">vicepresident.council@bethlehemtc.org</a>
Tim Fox, Secretary	<a href="mailto:secretary.council@bethlehemtc.org">secretary.council@bethlehemtc.org</a>
Katie Fox, Treasurer	<a href="mailto:treasurer.council@bethlehemtc.org">treasurer.council@bethlehemtc.org</a>
Jim Monroe, Financial Sec.	<a href="mailto:financialsecretary.council@bethlehemtc.org">financialsecretary.council@bethlehemtc.org</a>
Phil Anderson, Bethlehem Vision	<a href="mailto:Bookkeeper@bethlehemtc.org">Bookkeeper@bethlehemtc.org</a>
Jan Stretlien, Christian Care Giving	<a href="mailto:christiancaregiving.committee@bethlehemtc.org">christiancaregiving.committee@bethlehemtc.org</a>
, Christian Ed.	<a href="mailto:christianeducation@bethlehemtc.org">christianeducation@bethlehemtc.org</a>
, Fellowship	<a href="mailto:fellowship.committee@bethlehemtc.org">fellowship.committee@bethlehemtc.org</a>
Cindy Monroe, Membership/Evangelism	<a href="mailto:membershipevangelism.committee@bethlehemtc.org">membershipevangelism.committee@bethlehemtc.org</a>
, Property (Carl Lehto-Not on Council)	<a href="mailto:property.committee@bethlehemtc.org">property.committee@bethlehemtc.org</a>
Mark McPherson, Stewardship	<a href="mailto:stewardship.committee@bethlehemtc.org">stewardship.committee@bethlehemtc.org</a>
Nancy Downer, Worship and Music	<a href="mailto:worship.committee@bethlehemtc.org">worship.committee@bethlehemtc.org</a>
Paul Wiemerslage, Youth/Y2A	<a href="mailto:youth.committee@bethlehemtc.org">youth.committee@bethlehemtc.org</a>

If you have an interest in serving on any of the above Committees,  
Please contact the Committee Chairperson(s).

Sun	Mon	Tue	Wed	Thu	Fri	Sat
27	28	29	30	31	1	1
8:30am - Worship Service 9:45am - Membership & 9:45am - Sunday School 9:45am - WELCA Board 11am - Modern Worship - S 12:30pm - Wor. & Mus. 6pm - Grandparents	10am - Alanon-LR2 10am - Staff Meeting 3pm - Lessons/Weller 4pm - Drive My Way 6:30pm - Gamblers	9am - LWR Quilters 9am - Prayer Shawl 9am - Property Work Group 4pm - Drive My Way 4:30pm - Executive 6pm - Christian Ed Mtg.	3pm - Lessons/Weller 4pm - Drive My Way 6pm - Worship Team	10am - CWU Set-Up 11am - Church Women 4pm - Drive My Way 5:30pm - ACOA (LR) 6pm - Bell Choir Rehearsal 7pm - Vocal Choir	10am - Alanon-LR2 2:30pm - Front Street Jazz 6pm - Faith and Family	5pm - Celebrate! Wo 5pm - Worship-S
3	4	5	6	7	8	8
8:30am - Worship Service 9:45am - Sunday School 11am - Modern Worship - S 6pm - Grandparents	10am - Alanon-LR2 10am - Staff Meeting 3pm - Lessons/Weller 4pm - Drive My Way 5pm - Finance Cmte. Mtg. 6pm - Verse ONTAP 6:30pm - Gamblers	9am - LWR Quilters 9am - Prayer Shawl 9am - Property Work Group 11:30am - Finance-CR 12pm - Sarah Circle 1pm - Ruth Circle @ 4pm - Drive My Way 4:30pm - AAUW Set-Up 5:30pm - AAUW Meeting 6pm - Council Meeting 6pm - Y2A Mtg.	2pm - ALS Foundation 3pm - Lessons/Weller 4pm - Drive My Way 6pm - Worship Team	9am - Baby Pantry-FH 10am - Little Arms Open 1pm - Rebecca/Ann Circle 4pm - Drive My Way 5:30pm - ACOA (LR) 6pm - Bell Choir Rehearsal 7pm - Vocal Choir	Confirmation Retreat 10am - Alanon-LR2 2:30pm - Front Street Jazz	5pm - Worship-S
10	11	12	13	14	15	15
8:30am - Worship Service 9:45am - Sunday School 11am - Modern Worship - S 6pm - Grandparents	10am - Alanon-LR2 10am - Staff Meeting 3pm - Lessons/Weller 4pm - Drive My Way 5pm - Finance Cmte. Mtg. 6pm - Verse ONTAP 6:30pm - Gamblers	9am - LWR Quilters 9am - Prayer Shawl 9am - Property Work Group 11:30am - Finance-CR 12pm - Sarah Circle 1pm - Ruth Circle @ 4pm - Drive My Way 4:30pm - AAUW Set-Up 5:30pm - AAUW Meeting 6pm - Council Meeting 6pm - Y2A Mtg.	2pm - ALS Foundation 3pm - Lessons/Weller 4pm - Drive My Way 6pm - Worship Team	9am - Baby Pantry-FH 10am - Little Arms Open 1pm - Rebecca/Ann Circle 4pm - Drive My Way 5:30pm - ACOA (LR) 6pm - Bell Choir Rehearsal 7pm - Vocal Choir	10am - Alanon-LR2 10am - Sew Pieceful 2:30pm - Front Street Jazz	5pm - Worship-S
17	18	19	20	21	22	22
8:30am - Worship Service 9:45am - Sunday School 11am - Christensen SG 11am - Modern Worship - S 12:30pm - Monroe SG 1:15pm - Confirmation 5pm - High School Night 6pm - Grandparents	10am - Alanon-LR2 10am - Staff Meeting 3pm - Lessons/Weller 3pm - Oster SG 4pm - Drive My Way 6:30pm - Gamblers	9am - LWR Quilters 9am - Prayer Shawl 9am - Property Work Group 4pm - Drive My Way 7pm - Lautner SG @ at the	3pm - Lessons/Weller 4pm - Drive My Way 6pm - Worship Team	12pm - XYZ 4pm - Drive My Way 5:30pm - ACOA (LR) 6pm - Bell Choir Rehearsal 7pm - Vocal Choir	10am - Alanon-LR2 2:30pm - Front Street Jazz 4pm - Drive My Way 5pm - BLUES	1pm - Drive My Way 5pm - Worship-S
24	25	26	27	28	29	29
8:30am - Worship Service 9:45am - New Member 9:45am - Sunday School 11am - Modern Worship - S 1pm - Drive My Way 6pm - Grandparents	10am - Alanon-LR2 10am - Staff Meeting 3pm - Lessons/Weller 6:30pm - Gamblers	9am - LWR Quilters 9am - Prayer Shawl 9am - Property Work Group 5:30pm - Book/Supper Club 5:30pm - Newcomers	1pm - Johnson SG (Offsite) 3pm - Lessons/Weller 6pm - Worship Team	1pm - Lehto SG 5:30pm - ACOA (LR) 6pm - Bell Choir Rehearsal 7pm - Vocal Choir	10am - Alanon-LR2 2:30pm - Front Street Jazz	5pm - Worship-S

BLC - Non assigned mtg. space, Conference Room, Entire BLC, Event Held Outside of BLC, Fellowship Hall, Gathering Space, Lower Room 2, Lower Room 3, Lower Room 4, Nursery Room 1, Nursery Room 3, Nursery Room No #, Sanctuary, Youth Room

Nov 2019 (Eastern Time - New



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